

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 16-CB-239072	Date Filed 4-3-2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to contact (b) (6), (b) (7)(C) Title: [REDACTED]	
c. Address (Street, city, state, and ZIP code) P.O. Box 16914 TX Fort Worth 76162-____		d. Tel. No. (586) 879-5087	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer G4S		4a. Tel. No. (956) 276-0457	b. Cell No. (956) 276-0347
		c. Fax No.	d. e-Mail karen.johnson@usa.g4s.com
5. Location of plant involved (street, city, state and ZIP code) 1200 W. Business HWY 77 TX San Benito 78586-____		6. Employer representative to contact Karen Johnson Title: Operations Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation	8. Identify principal product or service Detainees	9. Number of workers employed 6	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) [REDACTED]			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 04/3/2019 15 08:30		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Agency Website: www.nlr.gov
Telephone: (213)894-5200
Fax: (213)894-2778

May 9, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and Fire
Professionals of America (SPFPA) (G4S)
Case 16-CB-239072

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union violated Section 8(b)(1)(A) of the Act by refusing to process your grievance for arbitrary or discriminatory reasons or in bad faith. The investigation revealed that the Union is processing your termination grievance. The evidence demonstrated that the Union met with the Employer and attempted to resolve the matter. However, those meetings were unsuccessful, and the Union has given the Employer written notice of intent to invoke arbitration while evaluating the merits of your grievance. Thus the evidence shows that the Union is continuing to process your grievance.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

May 9, 2019

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **May 23, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 22, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 23, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 23, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



WILLIAM B. COWEN
Regional Director

Enclosure

cont'd (see next page)

International Union, Security, Police and Fire - 3
Professionals of America (SPFPA) (G4S) -
Case 16-CB-239072

May 9, 2019

cc: RYAN KELLY, VICE PRESIDENT
INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA)
ryan@spfpa.org

RICHARD M. OLSZEWSKI, ATTORNEY AT LAW
GREGORY, MOORE, JEAKLE & BROOKS, PC
65 CADILLAC SQ
rich@unionlaw.net

KAREN JOHNSON, OPERATIONS MANAGER G4S
karen.johnson@usa.g4s.com

WBC/mr

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 16-CB-242478	Date Filed 5-30-2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name NASPO		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 10 G STREET NE SUIT 600 WA WASHINGTON DC 20000-2____		d. Tel. No. (202) 487-3438	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer DFW SECURITY PROTECTIVE FORCE		4a. Tel. No. (844) 463-1155	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 5057 freeway TX forthworth 76117-____		6. Employer representative to contact DAVID pERKINS Title: OPERATION MANAGER	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) _____			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 05/30/2019 19:05:40		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlrb.gov
Telephone: (817)978-2921
Fax: (817)978-2928

November 1, 2019

(b) (6), (b) (7)(C)

Re: National Association of Special Police and
Security Officers (DFW Security Protective
Force)
Case 16-CB-242478

DEAR (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that NATIONAL ASSOCIATION OF STATE PROCUREMENT OFFICIALS has violated the National Labor Relations Act.

Decision to Dismiss: Your charge alleges the Union failed to process grievances on your behalf over a variety of issues, for arbitrary and discriminatory reasons, or in bad faith, in violation of Section 8(b)(1)(A) of the Act.

You allege the Union failed to represent you in connection with a verbal exchange you had with one of the Employer's Captains in November 2017, and a dispute with another Officer in July 2018. However, the evidence failed to establish that you ever requested the Union file a grievance over these matters, or that the Union committed to filing one on your behalf. Moreover, the allegation is time-barred by Section 10(b) of the Act. Section 10(b) prohibits issuance of a Complaint on any alleged unfair labor practice occurring more than six months prior to the filing and service of an unfair labor practice charge. The evidence established that you knew, or should have known, that the Union, since 2017 and July 2018, had not filed a grievance over these issues and as a result, these allegations are untimely.

You also allege the Union failed to represent you in connection with a complaint you submitted in January 2019 concerning an Employer Captain violating protocol by, among other things, reviewing security camera footage. The investigation disclosed that you requested the Union to file an NLRB charge but did not request the Union file a grievance. Further, the evidence revealed that the Union advised you that the Captain, as a representative of the Employer, had the right to review security video. The evidence also revealed that you did not inquire any further. The Union reasonably believed it had no basis to file an NLRB charge over this matter. Therefore, the evidence is insufficient to establish the Union breached its duty of fair representation.

You also allege the Union failed to represent you in January 2019 in connection with various pay discrepancies from a class settlement concerning, among other things, how much sick and

vacation time, uniform pay, and other payments were due to you, based on your interpretation of the Collective Bargaining Agreement. However, the evidence failed to establish that you requested the Union to file a grievance over this matter, nor did the evidence disclose that the Union committed to filing one on your behalf. The investigation showed that the Union entered into a class grievance settlement on behalf of all affected unit employees and there was no evidence to establish the Union relied on any arbitrary, invidious or other irrelevant considerations when negotiating, or agreeing to, the settlement.

You further allege the Union failed to represent you on or about (b) (6), (b) (7)(C) 2019 by refusing to have the NLRB Board agent assigned to investigate your unlawful suspension and discharge removed from the unfair labor practice (ULP) case. The Union has no control over which Board agent is assigned to investigate a ULP charge. In this regard, the Union's alleged misconduct does not implicate the duty of fair representation as proscribed in Section 8(b)(1)(A) of the Act.

Finally, you allege the Union failed to represent you in connection with the Employer's decision to suspend and discharge you, on (b) (6), (b) (7)(C) 2018 and (b) (6), (b) (7)(C) 2019, respectively. With regard to your suspension, the evidence failed to establish that you requested the Union file a grievance over the matter. The investigation revealed that you requested information as to the reasons for the suspension and the Union did secure and provide it to you. Notwithstanding, the evidence revealed the Union did file a grievance on your behalf and it was successful securing your reinstatement while the Employer continued its investigation into whether you were eligible to work on the Employer's contract with the (b) (6), (b) (7)(C). As for your discharge, the evidence established that the Union had agreed to pursue a ULP charge with the NLRB on your behalf, and that it did so. The evidence further established that the Union advocated on your behalf with Employer over your discharge, and advised you to communicate specific information (that you had conveyed to the Union) to the Employer, but that you failed to do so. The investigation failed to establish the Union agreed to file a grievance on your behalf, or that it failed to represent you for any unlawful or arbitrary reasons.

In addition, the investigation did not disclose that you made any requests for copies of any grievances or ULP charges as you have alleged.

While a union owes employees a duty of fair representation about disputes arising with an employer, a union is also afforded a wide range of reasonableness in carrying out this duty and a breach occurs only when the union's conduct is based upon arbitrary, irrelevant or discriminatory considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967); *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953). A union's discretion with respect to grievance handling is broad, and the standard is a good faith evaluation of the grievance and a rational reason for the decision. See, e.g., *Pacific Maritime Assn.*, 321 NLRB 822, 823 (1996).

Accordingly, I am refusing to issue a Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **October 15, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 14, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 15, 2019**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 15, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

National Association of Special Police and - 4 -
Security Officers (DFW Security Protective
Force)
Case 16-CB-242478

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/Timothy L. Watson

TIMOTHY L. WATSON
REGIONAL DIRECTOR

Enclosure

cc: (b) (6), (b) (7)(C)
NATIONAL ASSOCIATION OF STATE
PROCUREMENT OFFICIALS
10 G ST., NE, SUITE 600
WASHINGTON, DC 20002

DAVID PERKINS, OPERATION MANAGER
DFW SECURITY PROTECTIVE FORCE
5057 FWY
FORT WORTH, TX 76117

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

National Association of Special Police and Security Officers (DFW Security Protective Force)

Case Name(s).

Case 16-CB-242478

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

November 6, 2019

(b) (6), (b) (7)(C)

Re: National Association of Special Police and
Security Officers (DFW Security Protective
Force)
Case 16-CB-242478

Dear (b) (6), (b) (7)(C):

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied.

The charge alleges that the Union breached its duty of fair representation, in violation of Section 8(b)(1)(A) of the National Labor Relations Act, by failing to process a grievance and generally failing to represent an employee. In that regard, while a union owes employees a duty of fair representation over disputes arising with an employer, a union is also afforded a wide range of reasonableness in carrying out this duty and a breach occurs only when the union's conduct is based upon arbitrary, irrelevant or discriminatory considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967); *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953).

We determined that the evidence disclosed by the investigation did not indicate that the Union's conduct relied upon any unlawful considerations. With respect to your alleged verbal exchanges and other issues with supervisors in November 2017, July 2018, and January 2019, the evidence failed to establish that you requested the Union to file a grievance over these matters. Moreover, some of these specific allegations are time-barred by Section 10(b) of the Act, which has the effect of a statute of limitations. To be timely, a charge must be filed and served on the charged party within six months of the alleged violation.

With respect to the allegation that the Union failed to represent you in January 2019 regarding pay discrepancies, the evidence also failed to establish that you requested the Union to file an individual grievance over this matter. Rather, the investigation showed that the Union entered into a collective unit settlement on behalf of all affected unit employees and there was insufficient evidence to establish that the Union relied on any arbitrary, invidious or other irrelevant considerations when negotiating, or agreeing to, the settlement.

With respect to the allegation that the Union failed to represent you in connection with your (b) (6), (b) (7)(C) 2018 suspension, the evidence established that the Union filed a grievance on your behalf, and that it was successful in securing your temporary reinstatement while the

Employer continued its investigation into whether you were eligible to work under the Employer's contract with a federal agency. The evidence also failed to establish that after the Employer discharged you in (b) (6), (b) (7)(C) 2019 for the same reasons, the Union committed to file a grievance, as it had already done so in connection with your (b) (6), (b) (7)(C) 2018 suspension. Rather, the evidence established that the Union committed to pursue a unfair labor practice (ULP) charge against the Employer with the NLRB challenging your discharge, and that it did so. There is also no evidence that you made any requests for copies of these ULP charges (or grievances), as alleged.

Finally, to the extent your appeal contends that the Regional Office conducted an inadequate investigation, our review of the investigatory files shows that the Regional Office conducted the investigation in accordance with the Agency's policies and procedures. The Regional Office gave both parties an opportunity to present evidence and position statements, and you took advantage of that opportunity. To the extent you assert that the Union failed to represent you with respect to the assignment of the Board agent in charge of the investigation, a union has no control over which Board agent is assigned to investigate a ULP charge. Moreover, any miscommunication with the Region regarding the terms of the unit settlement mentioned above did not influence the Region's assessment of your allegations. In the end, the Regional Director properly based the dismissal on the evidence presented by the parties and the case law.

Accordingly, we deny the appeal and this case is closed.

Sincerely,

Peter Barr Robb
General Counsel



By: _____

Mark E. Arbesfeld, Director
Office of Appeals

National Association of Special Police and
Security Officers (DFW Security Protective
Force)
Case 16-CB-242478

-3

cc: TIMOTHY L. WATSON
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
819 TAYLOR ST RM 8A24
FORT WORTH, TX 76102-6107

DAVID PERKINS
OPERATION MANAGER
DFW SECURITY PROTECTIVE
FORCE
5057 FWY
FORT WORTH, TX 76117

(b) (6), (b) (7)(C)

NATIONAL ASSOCIATION OF STATE
PROCUREMENT OFFICIALS
10 G ST NE STE 600
WASHINGTON, DC 20002

kh

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
LABOR ORGANIZATION****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

October 3, 2011

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Security Police and Fire Professionals of America Local 81

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Telephone No.
405-872-1760

d. Address (street, city, state and ZIP code)

6700 W. Slaughterville Rd, Lexington, OK 73051

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) and (2) of the National Labor Relations Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Charging Party (b) (6), (b) (7)(C) is employed by Superior Security & Investigation, Inc. at a facility in Shawnee, OK. (b) (6) is represented by Security, Police and Fire Professionals of America ("SPFPA") for purposes of collective bargaining.

2. Charging Party is not a member of the union.

3. Within the last six months, Charging Party has been subjected to harassment and discrimination on the part of representatives of SPFPA, including the filing of groundless grievances with his employer resulting in adverse employment actions. Charging Party alleges that the discriminatory and harassing conduct is based on Charging Party's exercise of (b) (6) Section 7 right to refrain from membership in and support of the union.

4. The above described conduct constitutes a breach in the union's duty of fair representation and a violation of Section 8(b)(1)(A) and 8(b)(2) of the Act, in that it restrains and coerces Charging Party in the exercise of (b) (6) rights and attempts to compel the Employer to do the same.

3. Name of Employer Superior Security & Investigations, Inc.

4. Telephone No.
405-954-21185. Location of plant involved (street, city, state and ZIP code)
806 W. Ayre St., Shawnee, OK 748016. Employer representative to contact
Lawrence Johnson7. Type of establishment (factory, mine, wholesaler, etc.)
Security company8. Identify principal product or service
security9. Number of workers employed
approx 60

10. Full name of party filing charge (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. Telephone No.

(b) (6), (b) (7)(C)

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Matthew Muggeridge Attorney

(signature of representative or person making charge)

(title or office, if any)

Address National Right to Work Legal Defense Foundation
8001 Braddock Rd, Suite 600, Springfield, VA 22160(703) 321-8510
(Telephone No.)9/28/11
(date)NLRB REGION 17
RECEIVED

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 17
8600 FARLEY ST
Suite 100
OVERLAND PARK, KS 66212-4676

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010

January 30, 2012

(b) (6), (b) (7)
(C)

Security Police and Fire
Professionals of America Local 81
6700 Slaughterville Rd
Lexington, OK 73051-9441

George Mccaffrey, Attorney
United Security Specialists of America
The Waterford Complex
6301 Waterford Blvd., Ste 401
Oklahoma City, OK 73118

Re: Security Police and Fire Professionals of
America Local 81
Case 17-CB-065883

United Security Specialist of America
Case 17-CB-070026

Dear (b) (6), (b) (7)(C), Mr. Mccaffrey:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

/s/ Daniel L. Hubbel

Daniel L. Hubbel
Regional Director

cc:

(b) (6), (b) (7)(C)

Lawrence Johnson
Superior Security & Investigations Inc
806 W Ayre St
Shawnee, Ok 74801-4709

Matthew C. Muggeridge, Esq.
National Right To Work Legal Defense
Foundation, Inc.
8001 Braddock Rd., Ste. 600
Springfield, VA 22160-0002

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-205027	Date Filed August 24, 2017

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America		b. Union Representative to contact Rick O'Quinn Title: Vice President, Region 2	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd. MI Roseville 48066-_____		d. Tel. No. (321) 543-3310	e. Cell No.
		f. Fax No.	g. e-Mail rickoquinn@spfpa.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Defense Contracting Activity		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1350 Beverly Rd. Suite 115 VA McLean 22101-_____		6. Employer representative to contact Jonathan Snyder Title: CEO	
7. Type of establishment (factory, mine, wholesaler, etc.) Services Industry Group	8. Identify principal product or service Security Services	9. Number of workers employed 20	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) _____			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 08/24/2017 11:24:31		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 18
Federal Office Building
212 Third Avenue South, Suite 200
Minneapolis, MN 55401-2657

Agency Website: www.nlr.gov
Telephone: (612)348-1757
Fax: (612)348-1785

September 6, 2017

RICK O'QUINN, VICE PRESIDENT, REGION 2
INTERNATIONAL UNION, SECURITY, POLICE,
AND FIRE PROFESSIONALS OF AMERICA
25510 KELLY RD.
ROSEVILLE, MI 48066

Re: INTERNATIONAL UNION, SECURITY, POLICE,
AND FIRE PROFESSIONALS OF AMERICA
(Defense Contracting Activity)
Case 18-CB-205027

Dear O'Quinn:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Jennifer A. Hadsall

JENNIFER A. HADSALL
Regional Director

cc:

(b) (6), (b) (7)(C)

JONATHAN SNYDER, CEO
DEFENSE CONTRACTING ACTIVITY
1350 BEVERLY RD. SUITE 115
MCLEAN, VA 22101

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Naval Base Kitsap-Bremerton Police Department		b. Tel. No. (360) 315-5067
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 120 South Dewey Street Building 433 WA Bremerton 98314-_____	e. Employer Representative Michael Mitchell Director, Naval Security Forces, Naval Base Kitsap	g. e-Mail michael.c.mitchell@navy.mil
		h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Aerospace & Defense	j. Identify principal product or service Law Enforcement / Public Safety	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 2, 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Title:

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.**e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

01/19/2019 20:15:31

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2019

8(a)(2)

Within the previous six months, the Employer has unlawfully recognized and bargained with a labor organization that does not have the support of the majority of the employer's employees.

8(a)(2)

Within the previous six months, the Employer has provided unlawful assistance and support to a labor organization.

8(a)(2)

Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

WITHDRAWAL REQUEST

In the matter of: Naval Base Kitsap – Bremerton Police Department,

Case 19-CA-234498

On January 23, 2019, Charging Party, (b) (6), (b) (7)(C), requested a withdrawal of this charge.

Withdrawal Request approved:

Dated: 1/23/19

Travis /s/ Williams Board Agent

R - K /Hark

Regional Director
National Labor Relations Board

Dated: 1-24-2019

INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 41 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

19-CB-96291

Date Filed

1/11/2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security Police Fire Professionals of America SPFPA	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) P.O. Box 12 Careywood, ID. 83809	d. Tel. No. (208)651-0066 e. Cell No. f. Fax No. g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above named labor organization, by its agents, officers, and or representatives, has breached its duty of fair representation by failing and/or refusing to process a grievance on behalf of (b) (6), (b) (7)(C) over the Employer's refusal to honor a work bid that had been awarded to (b) (6), (b) (7)(C)

3. Name of Employer Inter-Con Security	4a. Tel. No. (509) 290-5947 c. Fax No.	b. Cell No. d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 920 West Riverside Spokane, WA. 99201	6. Employer representative to contact Odin Lahgford	
7. Type of establishment (factory, mine, wholesaler, etc.) security	8. Identify principal product or service security	9. Number of workers employed 100+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare (b) (6), (b) (7)(C) herein are true to the best of my knowledge and belief
By (b) (6), (b) (7)(C) An Individual
(Signature or representative of person making charge) (Print name and title or office, if any)

Address (b) (6), (b) (7)(C) (date) 1-10-13

Tel. No. (b) (6), (b) (7)(C)

Cell No.

Fax No.

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2ND AVE
STE 2948
SEATTLE, WA 98174-1006

Agency Website: www.nlr.gov
Telephone: (206)220-6300
Fax: (206)220-6305

March 12, 2013

MICHAEL J. AKINS, ATTORNEY
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
THE CADILLAC TOWER
65 CADILLAC SQ, STE 3727
DETROIT, MI 48226-2822

Re: Security Police Professionals of America
SPFPA (Inter-Con)
Case 19-CB-096291

DEAR MR. AKINS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in cursive script that reads "Ronald K. Hooks".

RONALD K. HOOKS
Regional Director

cc: (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)
SECURITY POLICE FIRE PROFESSIONALS OF AMERICA SPFPA
PO BOX 12
CAREYWOOD, ID 83809-0012

(b) (6), (b) (7)(C)

ODIN LAHGFORD
INTER-CON SECURITY
920 W RIVERSIDE AVE
SPOKANE, WA 99201-1010

cal

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-177026	Date Filed 5-26-16

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police, Fire Professionals of America (SPFPA) (b) (6), (b) (7)(C)		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Lack of representation, investigation, and communication between Union Representative and Employee resulting in long-term suspension.			
3. Name of Employer G4S Secure Solutions		4a. Tel. No. (503) 291-1005	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 10030 SW Allen Blvd Beaverton, OR 97005		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Parts Warehouse	8. Identify principal product or service Auto Parts	9. Number of workers employed 3	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
I declare _____ By _____ (Signature) charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C)		Tel. No. _____ (b) (6), (b) (7)(C) Cell No. _____ Fax No. _____ e-Mail _____ (b) (6), (b) (7)(C)	
Address _____ (date) 5/13/2016			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 36
Green-Wyatt Federal Building
1220 SW 3rd Avenue, Suite 605
Portland, OR 97204-2170

Agency Website: www.nlrb.gov
Telephone: (503)326-3085
Fax: (503)326-5387

August 24, 2016

Michael J. Akins, Attorney
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police, Fire
Professionals of America
(G4S Secure Solutions Inc.)
Case 19-CB-177026

Dear Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS
Regional Director

By:

JESSICA DIETZ
Officer in Charge

cc: (b) (6), (b) (7)(C)
Intl. Union, Security, Police and Fire
Professionals Of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4994

Fred Seleman, VP Labor Relations
G4S Secure Solutions (USA), Inc.
1395 University Blvd.
Jupiter, FL 33458

G4S Secure Solutions, Inc.
10030 SW Allen Blvd.
Beaverton, OR 97005-4199

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 19-CB-234164	Date filed January 11, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Policy and Fire Professionals of America (SPFPA) Local 5		b. Union Representative to Contact Scott Harger	
c. Address Union Hall 1109 S. Bailey St. Seattle, WA 98108		d. Tel. No. 206-767-4202	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months the above-named labor organization has failed in its duty of fair representation.			
3. Name of Employer Boutchantharaj Inc., d/b/a DFW Security Protective Force		4a. Tel. No. 817-831-2000	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 903 S. 4th st. Hamilton, MT. 59840		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Government Facility	8. Principal product or service Security Services		9. Number of Workers employed 35+
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel No.	
(signature of representative of person making charge)		Print/type name and title or office, if any (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 1-8-19	Fax No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Agency Website: www.nlr.gov
Telephone: (206) 220-6300
Fax: (206) 220-6305

February 22, 2019

Richard M. Olszewski, Attorney
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security Police and
Fire Professional of America (SPFPA)
Local 5 (Boutchantharaj, Inc., d/b/a DFW
Security Protective Force)
Case 19-CB-234164

Dear Mr. Olszewski:


This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS
Regional Director

cc: Boutchantharaj Inc.,
d/b/a DFW Security Protective Force
903 S 4th St
Hamilton, MT 59840-2932

(b) (6), (b) (7)(C)



Scott Harger, Business Agent
International Union, Security, Police and
Fire Professionals of America (SPFPA), Local 5
1109 S Bailey St
Seattle, WA 98108-2723

GL

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case
19-CB-234612Date Filed
1-24-2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Association of Machinists District Lodge 160		b. Union Representative to contact Bob Westbrook	
c. Address (Street, city, state, and ZIP code) 822 Park Avenue Bremerton, WA 98337		d. Tel. No. 360-377-8868	e. Cell No.
		f. Fax No. 360-377-7188	
		g. e-mail bobw@iam160.com	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (Section 8(b)(1)(A)) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Naval Base Kitsap-Bremerton Police Department		4a. Tel. No. (360) 315-5067	b. Cell No.
		c. Fax No.	
		d. e-mail michael.c.mitchell@navy.mil	
5. Location of plant involved (street, city, state and ZIP code) 120 South Dewey Street, Building 433, Bremerton, WA 98314		6. Employer representative to contact Michael Mitchell	
7. Type of establishment (factory, mine, wholesaler, etc.) Police Department	8. Identify principal product or service Law Enforcement / Public Safety	9. Number of workers employed 60 (Approx.)	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Signature) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address Date Jan. 19, 2019 (b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

WITHDRAWAL REQUEST

In the matter of: IAM 160, Case 19-CB-234612

On January 24, 2019, Charging Party, Kyle Ulrich, requested a withdrawal of this charge.

Withdrawal Request approved:

Dated: 1/24/19

Travis Williams Board Agent

R. K. Hook
Regional Director
National Labor Relations Board

Dated: 1-24-2019

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-262253	Date Filed 6/26/20

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to contact mark a. crawford Title: International Vice President, Region 1	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road, Roseville MI 48066 MI roseville 48066-_____		d. Tel. No. (586) 260-8281	e. Cell No. (586) 772-7250
		f. Fax No. (586) 772-9644	g. e-Mail mcrawford@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(3), (1)(A)</u> _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Bering Global Solutions-Bering Straits Native Corporation		4a. Tel. No. (907) 334-8383	b. Cell No. (907) 351-4000
		c. Fax No. (907) 334-8315	d. e-Mail jjensen@beringstraits.com
5. Location of plant involved (street, city, state and ZIP code) 3301 C Street, Suite 300 AK Anchorage 99503-_____		6. Employer representative to contact Jørg Jensen Title: Director of Operations	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service armed guard	9. Number of workers employed 25	
10. Full name of party filing charge CDC Cincinnati		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) 4676 Columbia Pkwy OH cincinnati 45226-			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>(b) (6), (b) (7)(C)</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Address _____ (date) 06/26/2020 05:26:01		Tel. No. Cell No. Fax No. e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Agency Website: www.nlrb.gov
Telephone: (206)220-6300
Fax: (206)220-6305

June 30, 2020

Mark A. Crawford
Int'l. Vice President, Region 1
International Union, Security, Police
and Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

**Re: International Union, Security, Police,
and Fire Professionals of America
(SPFPA) (Bering Global Solutions-
Bering Straits Native Corporation)
Case 19-CB-262253**

Dear Mr. Crawford:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS
Regional Director

cc: (b) (6), (b) (7)(C)
CDC Cincinnati
4676 Columbia Pkwy.
Cincinnati, OH 45226

Jørg Jensen, Director of Operations
Bering Global Solutions-Bering Straits
Native Corporation
3301 C Street, Suite 300
Anchorage, AK 99503

klm

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case
20-CB-69889

Date Filed
11/29/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Security Police and Fire Professionals of Services		b. Union Representative to contact Mike Hough, Director Region 3	
c. Address (Street, city, state, and ZIP code) 5519 Clairmont Mesa Blvd. San Diego, CA 92117		d. Tel. No. 858-401-9479	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named labor organization, by its agents, has failed to fairly represent (b) (6), (b) (7)(C) by refusing to take his grievance to arbitration for reasons that are discriminatory and arbitrary

RECEIVED
NLRB. REGION 20

2011 NOV 29 P 4:30

3. Name of Employer Intercom at SAN FRANCISCO, CA		4a. Tel. No. 415-538-2712	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 95 Hawthorne Street, San Francisco, CA 94105			6. Employer representative to contact
7. Type of establishment (factory, mine, wholesaler, etc.) Guard Services	8. Identify principal product or service Security	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			

12. DECLARATION

I declare that (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief

By (b) (6), (b) (7)(C) An individual, (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address (date) 11-11-11

Tel. No.	(b) (6), (b) (7)(C)
Cell No.	
Fax No.	
e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 MARKET ST
STE 400
SAN FRANCISCO, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156

January 18, 2012

MIKE HOUGH, Director Region 3
5519 CLAIREMONT MESA BLVD
SAN DIEGO, CA 92117-2342

Re: International Security Police and Fire
Professionals of Services (Intercon)
Case 20-CB-069889

Dear Mr. HOUGH:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ J Frankl

JOSEPH F. FRANKL
Regional Director

cc:

(b) (6), (b) (7)(C)

INTERCON SECURITY
95 HAWTHORNE ST
SAN FRANCISCO, CA 94105-3901

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 20-CB-108941	Date Filed July 10, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police and Fire Professionals of America (SPFPA), Local 652		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 95-1036 Kamalino Street Mililani, HI 96789		d. Tel. No. (808) 780-6144	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past 6 months, the Union has violated the duty of fair representation by failing to process a grievance and failing to respond to my inquiries about that grievance.			
3. Name of Employer Akal Security, Inc.		4a. Tel. No. (808) 306-5632	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 345 Queen Street, Suite 901 Honolulu, HI 96813		6. Employer representative to contact Andrew Ortiz	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Services	8. Identify principal product or service Security	9. Number of workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), an Individual (signature of representative or person making charge) (Print/type name and title or office, if any) Same as 11 Address _____ (date) 07/10/2013		Tel. No. Cell No. Same as 11b Fax No. e-Mail (b) (6), (b) (7)(C)	

RECEIVED
NLRB SUB-REGION 87
2013 JUL 10 PM 4:10
HONOLULU, HAWAII

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7245
Honolulu, HI 96850-7245

Agency Website: www.nlr.gov
Telephone: (808)541-2814
Fax: (808)541-2818

August 15, 2013

(b) (6), (b) (7)(C)

Re: Security Police and Fire Professionals of
America (SPFPA), Local 652
Case 20-CB-108941

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 652 has violated the National Labor Relations Act.

Decision to Dismiss: The evidence indicates that the Charged Party has informed you that it will not process your grievance to arbitration. Further, the evidence also indicates that the Charged Party did not breach the duty of fair representation by declining to arbitrate your grievance. Consequently, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **August 29, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than August 28, 2013.

August 15, 2013

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before August 29, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

JOSEPH F. FRANKL
Regional Director

By: */s/ Thomas W. Cestare*

THOMAS W. CESTARE
Officer in Charge

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

(b) (6), (b) (7)(C)

SPFPA, Local 652
95-1036 Kamalino St
Mililani, HI 96789-4975

Andrew Ortiz
AKAL SECURITY INC.
345 Queen Street, Suite 901
Honolulu, HI 96813

Maureen Dolan, Labor Relations
Specialist
AKAL SECURITY, INC.
7 Infinity Loop
Espanola, NM 87532

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

INTERNET
FORM NLRB-508
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 20-CB-111915	Date Filed August 22, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 95-1036 Kamalino Street Mililani, HI 96789		d. Tel. No. (586) 772-7250	e. Cell No. (808) 780-6144
		f. Fax No. (586) 772-9644	g. e-Mail ronln51@java.net
h. The above-named organization(s) or its agent(s) has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The SPFPA will conduct a rebid for positions due to our last bid being done improperly on August 2nd, 2012. The SPFPA did not follow our CBA grievance process and time allotted for filing the rebid request, i've recently been notified the rebid will take place soon. This will affect myself and others that are now considered full-time associates according to company standards and the CBA by reverting us back to part-time status.			
3. Name of Employer Akai Private Security		4a. Tel. No. (808) 396-4400	b. Cell No.
		c. Fax No. (808) 396-6812	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 91-1300 Enterprise Avenue Kapolei, HI 96707		6. Employer representative to contact Rose Camacho	
7. Type of establishment (factory, mine, wholesaler, etc.) FBI Building	8. Identify principal product or service Armed Security	9. Number of workers employed 6	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No.	
		Cell No.	
		Fax No.	
		e-Mail	
Address _____		(date) 8/22/2013	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7245
Honolulu, HI 96850-7245

Agency Website: www.nlr.gov
Telephone: (808)541-2814
Fax: (808)541-2818

September 30, 2013

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
SPFPA, Local 652
95-1036 Kamalino St
Mililani, HI 96789-4975

Re: International Union, Security, Police and
Fire Professionals of America (Akal
Security)
Case 20-CB-111915

Dear (b) (6), (b) (7)
(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JOSEPH F. FRANKL
Regional Director

By:

THOMAS W. CESTARE
Officer in Charge

cc: (b) (6), (b) (7)(C)

Rose Camacho
Akal Security
91-1300 Enterprise Avenue
Kapolei, HI 96707

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

20-CB-185446

Date Filed

October 3, 2016

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Security Police and Fire Professionals of America, Local 650, formerly known as International Union of Security and Protective Officers

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

25510 Kelly Road
Roseville, MI 48066

d. Tel. No.

(586) 772-7250

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the Union has required airport police officers at Honolulu International Airport to pay dues and fees to the Union under threat of termination even though airport police officers are not listed in the collective-bargaining agreement.

3. Name of Employer

Securitas Security Services USA, Inc.

4a. Tel. No.

(808) 539-5056

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

888 North Nimitz Highway, Suite 105, Honolulu, HI 96817

6. Employer representative to contact
Sanj Sappal,
Regional Vice President

7. Type of establishment (factory, mine, wholesaler, etc.)

Security

8. Identify principal product or service

Security Services

9. Number of workers employed
600 +

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

wherein are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C), an Individual
(Print/type name and title or office, if any)

Tel. No.

Cell No.

Same as 11b

Fax No.

e-Mail

Same as 11

Address

(date) 3 Oct 2016

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808)541-2814
Fax: (808)541-2818

October 25, 2016

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: **Security Police and Fire Professionals of
America, Local 650, formerly known as
International Union of Security, Police
and Fire Professionals of America,
(SPFPA) Local 650, (Securitas Security
Services USA, Inc.)
Case 20-CB-185446**

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JILL COFFMAN
Acting Regional Director

/s/ Dale K. Yashiki

By: _____
DALE K. YASHIKI
Officer in Charge

cc: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
Security Police and Fire Professionals of
America (SPFPA) Local 650
25510 Kelly Rd
Roseville, MI 48066-4994

(b) (6), (b) (7)(C)
Securitas Security Services USA Inc
888 N. Nimitz Hwy Suite 105
Honolulu, HI 96817

(b) (6), (b) (7)(C)
[Redacted]

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 20-CB-188546	Date Filed November 21, 2016

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security Police and Fire Professionals of America (SPFPA) Local #650		b. Union Representative to contact	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066-9800		d. Tel. No. (586)772-7250	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months (b) (6), (b) (7)(C) informed the above-named Union that she objected to the payment of dues and fees for nonrepresentational activities. The Union has failed and refused to recognize (b) (6), (b) (7)(C) as an objecting nonmember and has continued to seek from (b) (6), (b) (7)(C) full dues and fees as a condition of her continued employment with the Employer.</p>			
3. Name of Employer Securitas Security Services USA		4a. Tel. No. (808)539-5000	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 888 N. Nimitz Hwy., Honolulu, HI 96817		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Airport Security	9. Number of workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare (b) (6), (b) (7)(C) the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) making charge) (b) (6), (b) (7)(C) Address (date) 2/1/2016		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808)541-2814
Fax: (808)541-2818

February 27, 2017

MIKE AKINS, ESQ.
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
THE CADILLAC TOWER
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

Re: International Union Security Police and
Fire Professionals of America (SPFPA)
Local #650
Case 20-CB-188546

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JILL H. COFFMAN
Regional Director

/s/ Dale K. Yashiki

By: _____
DALE K. YASHIKI
Officer in Charge

cc: (b) (6), (b) (7)(C)
[Redacted]

SECURITAS SECURITY SERVICES USA
INC
888 N. NIMITZ HWY SUITE 105
HONOLULU, HI 96817

INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY ROAD
ROSEVILLE, MI 48066-4994

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST
LABOR ORGANIZATION****DO NOT WRITE IN THIS SPACE**Case
20-CB-197396Date Filed
4/21/2017

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security Police and Fire Professionals of America (SPFPA), and its Local 247

b. Union Representative to contact
David Hickey, Pres.

(b) (6), (b) (7)(C)

c. Telephone No.
586-772-7250d. Address (street, city, state and ZIP code)
25510 Kelly Road, Roseville, MI 48066

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) and (2) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1) Charging Party and other similarly situated employees work for Inter-Con Security Systems, Inc. ("Inter-Con") in a bargaining unit represented by the respondent unions. The unions apparently have a contract with Inter-Con containing a compulsory unionism ("union security") clause. Charging Party is not a member of the unions and has been a Beck objector since January 2014.

2) In January 2014, Charging Party notified the unions of (b) (6), (b) (7)(C) Beck objections, and asked for audited financial disclosure of the unions' expenditures and other procedural protections required by Beck and its progeny, which now includes *Teamsters Local 75*, 365 NLRB No. 48 (Mar. 21, 2017).

3) The unions never responded to the Charging Party's request in January 2014, never again contacted (b) (6), (b) (7)(C), and made no further demands upon him.

4) Suddenly, on April 10, 2017, more than *three years later*, the unions demanded that Inter-Con discharge the Charging Party. The unions also demanded that the Charging Party pay dues or fees in an apparently arbitrary amount, despite not having responded to his 2014 letter or giving (b) (6), (b) (7)(C) any financial disclosure or other procedural protections for the past 3 years.

5) These and related acts and omissions threaten, restrain and coerce the Charging Party and all Inter-Con employees and similarly situated discriminatees in the exercise of their §7 rights to refrain from collective activity, and discriminate in hire and tenure of employment, in violation of cases such as *California Saw & Knife Works*, 320 NLRB 225 (1995) and *Philadelphia Sheraton*, 136 NLRB 888 (1962). The unions' actions discriminate on the basis of membership or nonmembership, and violate the duty of fair representation.

3. Name of Employer Inter-Con Security Systems, Inc.

4. Telephone No.

5. Location of plant involved (street, city, state and ZIP code)
Work Location: Employment Development Dep't., 409 K. St., Eureka, CA 95501;
Corporate: 210 S. DeLacey, Pasadena, CA 911056. Employer representative to contact
Richard Eaton, Dir. of Ops.7. Type of establishment (factory, mine, wholesaler, etc.)
security8. Identify principal product or service
security9. Number of workers employed
1 at location, more elsewhere

10. Full name of party filing charge (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. Telephone No.

(b) (6), (b) (7)(C)

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Glenn M. Taubman
(signature of representative or person making charge)Address 40 National Right to Work Legal Foundation
8001 Braddock Rd., Suite 600, Springfield VA 22160Attorney

(title or office, if any)

703-321-8510
(Telephone No.)4/20/17
(date)

ORIGINAL



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156

July 24, 2017

GLENN M. TAUBMAN, ESQ.
NATIONAL RIGHT TO WORK LEGAL DEFENSE FOUNDATION, INC.
8001 BRADDOCK RD STE 600
SPRINGFIELD, VA 22160

Re: International Union, Security Police and
Fire Professionals of America (SPFPA),
and its Local 247 (Inter-Con Security
Systems, Inc.)
Case 20-CB-197396

Dear Mr. TAUBMAN:

We have carefully investigated and considered the charge that International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 247 (the Union) has violated the National Labor Relations Act (the Act).

Decision to Dismiss: Based on that investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the reasons discussed below.

The charge alleges that the Union breached its duty of fair representation and unlawfully discriminated on the basis of union membership in violation of Sections 8(b)(1)(A) and 8(b)(2) of the Act by asking Inter-Con Security Systems, Inc. (the Employer) to terminate the Charging Party's employment. Contrary to the charge allegations, the investigation disclosed that the Union sought to enforce a contractual union-security clause and, before doing so, notified the Charging Party as early as April 2013 that (b) (6) had an obligation either to become a Union member and pay dues or to object to Union membership and pay a reduced service fee. The Union informed the Charging Party of the percentage of dues that constitutes the service fee, the procedure for challenging the calculation, and how to notify the Union if (b) (6) chose to be a fee payor. In response to this information, the Charging Party notified the Union in January 2014 that (b) (6) did not wish to be a Union member, objected to paying full dues, and elected to pay the reduced service fee.

Before the Union sought to enforce its union-security clause against the Charging Party in April 2017, it again provided him with the information it first provided in 2013. By letters dated February 27, 2017 and March 17, 2017, the Union again notified the Charging Party of (b) (6) options to become either a Union member or a service fee payor and stated the percentage of full dues that constitutes the service fee. The Union sought back payment of dues or fees for two months and informed the Charging Party of the total amount owed if (b) (6) chose to be a Union member, as well as the total reduced amount owed if (b) (6) chose to be a service fee payor. Both letters asked the Charging Party to contact the Union if (b) (6) believed there was an error. Although both letters also informed (b) (6) that the Union would request (b) (6) termination if (b) (6) took no action, the Charging Party did not respond.

In these circumstances, the evidence shows that the Union satisfied its legal obligations to the Charging Party before it sought to enforce the union-security clause by notifying (b) (6), (b) (7) of (b) (6), (b) (7) right to object to union membership and pay a reduced fee, the amount of the reduced fee, how the reduced fee was calculated, the specific amount (b) (6) owed and for which months, and the procedure for challenging the calculations. *See Teamsters Local Union No. 579*, 350 NLRB 1166 (2007); *Philadelphia Sheraton*, 136 NLRB 888 (1962), *enfd.* 320 F.2d 254 (3d Cir. 1963). Moreover, despite the Union's actions to enforce its contractual union-security clause, the Charging Party has not been terminated. Accordingly, the evidence is insufficient to support the alleged violations.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **August 7, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 6, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

July 24, 2017

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** August 7, 2017. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 7, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

JILL H. COFFMAN
Regional Director

Enclosure

cc: (b) (6), (b) (7)(C)

DAVID L. HICKEY, INTERNATIONAL PRESIDENT
INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4994

International Union, Security Police and Fire - 4 -
Professionals of America (SPFPA), and its
Local 247 (Inter-Con Security Systems,
Inc.)
Case 20-CB-197396

July 24, 2017

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA) AND ITS LOCAL NO. 247
25510 KELLY RD
ROSEVILLE, MI 48066-4994

MICHAEL J. AKINS, ESQ.
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

RICHARD EATON
INTER-CON SECURITY SYSTEMS, INC.
210 SOUTH DE LACEY AVE
PASADENA, CA 91105-2048

INTER-CON SECURITY SYSTEMS, INC.
EMPLOYMENT DEVELOPMENT DEPARTMENT
409 K ST
EUREKA, CA 95501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 20-CB-202271	Date Filed July 12, 2017

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security, Police and Fire Professionals of America (SPFPA), Local Union 652		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 91-1043 Laulauna Street, Apt. 4C Ewa Beach, Hawaii 96706-4923		d. Tel. No. (808) 636-4891	e. Cell No. (808) 636-4891
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months, the above-named labor organization has failed to assist its member</p> <p>(b) (6), (b) (7)(C) with a seniority issue.</p>			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. (808) 757-0500	b. Cell No. (808) 368-9782
		c. Fax No.	d. e-Mail wibarra@parasys.com
5. Location of plant involved (street, city, state and ZIP code) 1001 Bishop Street, Suite 1570 Honolulu, Hawaii 96813		6. Employer representative to contact Wayne Ibarra Project Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Services Co.	8. Identify principal product or service Security	9. Number of workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
I declare (b) (6), (b) (7)(C) is an Individual (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address same as 11. (date) 7.12.17		e-Mail (b) (6), (b) (7)(C)	

RECEIVED
NLRB SUB-REGION 37
2017 JUL 12 PM 12:10
HONOLULU, HAWAII

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808)541-2814
Fax: (808)541-2818

July 18, 2017

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals
of America (SPFPA), Local Union 652
91-1043 Laulauna St Apt. 4C
Ewa Beach, HI 96706-4923

Re: International Union Security, Police and
Fire Professionals of America (SPFPA),
Local Union 652 (Paragon Systems, Inc.)
Case 20-CB-202271

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JILL H. COFFMAN
Regional Director

/s/ Dale K. Yashiki

By: _____
DALE K. YASHIKI
Officer in Charge

cc: (b) (6), (b) (7)(C)

Wayne Ibarra, Program Manager
Paragon Systems, Inc.
1001 Bishop Street, Suite 1570
Honolulu, HI 96813

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
20-CB-203318	July 28, 2017

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security Police Fire Professionals of America	b. Union Representative to contact (b) (6), (b) (7)	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road, Roseville Michigan 48066	d. Tel. No. 586-772-7250	e. Cell No.
	f. Fax No. 586-772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Union has prevented the Employer from allowing me to work and will not accept my payment of past dues.

3. Name of Employer Securitas Security Services USA		4a. Tel. No. 808-539-5000	Cell No.
		c. Fax No. 808-539-5064	e-Mail
5. Location of plant involved (street, city, state and ZIP code) 888 N. Nimitz Highway 3rd Floor Honolulu Hawaii 96817		6. Employer representative to contact Sanj Sappal	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security services	9. Number of workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 07/28/17		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808) 541-2814
Fax: (808) 541-2818

September 29, 2017

(b) (6), (b) (7)(C)

Re: Security Police Fire Professionals of
America (Securitas Security Services USA)
Case 20-CB-203318

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Security Police Fire Professionals of America has violated the National Labor Relations Act.

Decision to Dismiss: The charge alleges that the Union violated Section 8(b)(2) of the Act. However, the evidence indicates that the Union provided you with the notices required to inform you of your union-security obligations, as well as the consequences of failing to meet them and a reasonable opportunity to cure. Accordingly, there is insufficient evidence that the Union violated the Act by seeking your termination.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **October 13, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 12, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** October 13, 2017. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 13, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

JILL H. COFFMAN
Regional Director

By: */s/ Dale K. Yashiki*

DALE K. YASHIKI
Officer in Charge

Enclosure

cc:

(b) (6), (b) (7)(C)

Securitas Security Services USA, Inc.
888 No. Nimitz Highway, Suite 105
Honolulu, HI 96817

(b) (6), (b) (7)(C)

Security Police Fire Professionals of
America
25510 Kelly Road
Roseville, MI 48066

Gordon A. Gregory, General Counsel
International Union, Security Police and
Fire Professionals of America (SPFPA)
Gregory, Moore, Jeakle & Brooks, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: **General Counsel**

Date:

Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 20-CB-235242	Date Filed February 4, 2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name security police and fire professionals of america / local 650 union		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 829 hao street HI honolulu 96821-_____		d. Tel. No. (808) 348-0801	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page-- 			
3. Name of Employer securitas security services usa inc.		4a. Tel. No. (808) 334-0730	b. Cell No.
		c. Fax No.	d. e-Mail bill.king@securitasinc.com
5. Location of plant involved (street, city, state and ZIP code) 73-200 kupipi st. HI kailua kona 96740-_____		6. Employer representative to contact william king Title: cssm	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service security	9. Number of workers employed 130	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) po box 722 (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 02/04/2019 15:03:32		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	(b) (6), (b) (7) 2018

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



RECEIVED
FIRST AMENDED CHARGE
NLRB SUBREGION 27
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS
JUN 19 2019

DO NOT WRITE IN THIS SPACE	
Case FIRST AMENDED 20-CB-235242	Date Filed 4/8/2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police and Fire Professionals of America, Local 650		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 829 Hao Street Honolulu, Hawaii 96821		d. Tel. No. 808-348-0801	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the Union, through (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C), 2018, has restrained and coerced (b) (6), (b) (7)(C) in the exercise of rights protected by Section 7 of the Act by threatening to retaliate if (b) (6) did not join or support the Union. Within the previous six months, the Union has restrained and coerced (b) (6), (b) (7)(C) in the exercise of rights protected by Section 7 of the Act by refusing to process (b) (6), (b) (7)(C) grievances for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Securitas Security Services USA, Inc.		4a. Tel. No. 808-334-0730	b. Cell No.
		c. Fax No.	
		d. e-mail bill.king@securitasinc.com	
5. Location of plant involved (street, city, state and ZIP code) 73-200 Kupipi Street Kailua-Kona, Hawaii 96740		6. Employer representative to contact William King, Common Security Services Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems and Services	8. Identify principal product or service Security	9. Number of workers employed 130	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION (b) (6), (b) (7)(C) I have read the above charge and that the statements to the best of my knowledge and belief. (b) (6), (b) (7)(C) an Individual (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Same as 11 Address		e-mail (b) (6), (b) (7)(C)	
		Date 4.6.19	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808)541-2814
Fax: (808)541-2818

April 22, 2019

Email: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Re: Security Police and Fire Professionals of
America, Local 650 (Securitas Security
USA Inc)
Case 20-CB-235242

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Security Police and Fire Professionals of America, Local 650 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **May 6, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by

delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than *May 5, 2019*. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 6, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after *May 6, 2019*, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

JILL H. COFFMAN
Regional Director

/s/ Trent Kakuda

By: _____
TRENT KAKUDA
Acting Officer in Charge

Enclosure

cc: (b) (6), (b) (7), (b) (6), (b) (7)(C)
International Union, Security, Police and
Fire Professionals of America, Local 650
829 Hao St
Honolulu, HI 96821-1620
(b) (6), (b) (7)(C)

William King, CSSM
Securitas Security USA Inc
73-200 Kupipi Street
Kailua-Kona, HI 96740
Email: bill.king@securitasinc.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

May 30, 2019

(b) (6), (b) (7)(C)

Re: Security Police and Fire Professionals of
America, Local 650 (Securitas Security
USA Inc)
Case 20-CB-235242

Dear (b) (6), (b) (7)(C):

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied.

The Regional Office's investigation disclosed insufficient evidence to establish that the Union breached its duty to fairly represent you. While a union owes employees a duty of fair representation regarding disputes arising with an employer, the National Labor Relations Act affords unions a wide range of reasonableness in carrying out this duty. Thus, absent a showing that the union based its decision on arbitrary, irrelevant or discriminatory considerations, the mere refusal of a union to process a grievance is not unlawful under the Act. See *Vaca v. Sipes*, 386 U.S. 171 (1967); *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953).

The evidence was insufficient to establish that the Union breached its duty of fair representation in the processing of your grievances. The Region's investigation demonstrates that the Union processed four grievances you filed. The Union dropped three of the grievances because they lacked arguable merit and settled the fourth grievance with the Employer. There was insufficient evidence to establish that the Union acted in bad faith or was arbitrary or discriminatory in the processing of your grievances.

There is also insufficient evidence that the Union threatened you with retaliation for failing to join or support the Union. At most, the evidence does demonstrate that the Union acknowledged in prior communications with you that you were a dues-paying member.

Accordingly, further processing is not warranted.

Sincerely,

Peter Barr Robb
General Counsel



By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: JILL H. COFFMAN
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
901 MARKET ST STE 400
SAN FRANCISCO, CA 94103-1738

DALE K. YASHIKI
OFFICER IN CHARGE
NATIONAL LABOR RELATIONS
BOARD
300 ALA MOANA BLVD RM 7-245
HONOLULU, HI 96850-7245

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
INTERNATIONAL UNION,
MSECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA,
LOCAL 650
829 HAO ST
HONOLULU, HI 96821-1620

WILLIAM KING, CSSM
SECURITAS SECURITY USA INC
73-200 KUPIPI ST
KAILUA-KONA, HI 96740

cl

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case 20-CB-235337	Date Filed February 5, 2019
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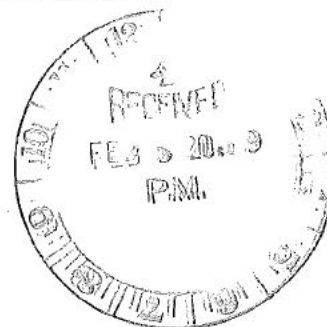
INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security Police Fire Professionals of America	b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 829 Hao st. HI Honolulu 96821-_____	d. Tel. No. (808) 348-0801 e. Cell No. f. Fax No. g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--



3. Name of Employer Securitas Security Services	4a. Tel. No. (808) 334-0730 c. Fax No.	b. Cell No. d. e-Mail bill.king@securitasinc.com
5. Location of plant involved (street, city, state and ZIP code) 73-200 Kupipi st HI Kailua Kona 96740-_____	6. Employer representative to contact Bill King Title: CSSM	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service	9. Number of workers employed 130
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) p.o box 4769 (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any)
Title:

Address (b) (6), (b) (7)(C) (date) 02/5/2019 10:52:32

Tel. No. (b) (6), (b) (7)(C)
Cell No.
Fax No.
e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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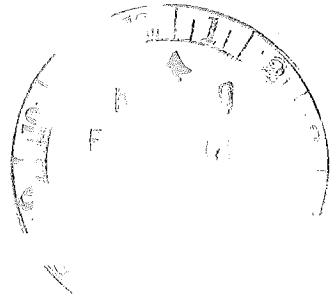
Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



FIRST-AMENDED CHARGE
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 20-CB-235337	Date Filed 3/13/2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police and Fire Professionals of America, Local 650		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 829 Hao Street Honolulu, HI 96821		d. Tel. No. (808) 348-0801	e. Cell No.
		f. Fax No.	
		g. e-mail papabigrod@gmail.com	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievances for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Securitas Security Services USA, Inc.		4a. Tel. No. (808) 334-0730	b. Cell No.
		d. e-mail bill.king@securitasinc.com	c. Fax No.
5. Location of plant involved (street, city, state and ZIP code) 73-200 Kupipi Street Kailua-Kona, HI 96740		6. Employer representative to contact Bill King, CSSM	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Security	9. Number of workers employed 130	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
12. DECLARATION I declare that I have read the above charge and that the statements best of my knowledge and belief. (b) (6), (b) (7)(C), an Individual (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Address (b) (6), (b) (7)(C) Date 3/10/19		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808)541-2814
Fax: (808)541-2818

May 23, 2019

(b) (6), (b) (7)(C)

Re: Security Police Fire Professionals of
America (Securitas Security Services)
Case 20-CB-235337

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Security, Police, and Fire Professionals of America, Local 650 (Union or Charged Party) has violated the National Labor Relations Act.

Conditional Decision to Dismiss: I have concluded that further proceedings on the arguably meritorious allegations disclosed by the investigation are not warranted at this time. For the reasons set forth below, I have conditionally decided to dismiss your charge allegation referenced below 6 months from this date.

Your charge alleges in relevant part that the Charged Party violated Section 8(b)(1)(A) by failing to process a grievance regarding your removal from the AOC in November 2018.

I have conditionally decided to dismiss because there were no prior meritorious unfair labor practice charges against the Charged Party within the past several years, and the conduct is isolated in nature.

I intend to dismiss this arguably meritorious portion of your charge 6 months from the date of this letter unless a new meritorious charge is filed within that time alleging that the Charged Party has engaged in other unfair labor practices that make dismissal of your charge inappropriate. Accordingly, I will hold this portion of your charge in abeyance for 6 months from the date of this letter. If a meritorious charge involving other unfair labor practices is filed against the Charged Party during that period, I will reconsider whether proceedings on this arguably meritorious portion of the charge are warranted.

Partial Decision to Dismiss: Based on the investigation, I have also decided to dismiss the other allegations in your charge involving the Charged Party's alleged failure to process grievances other than the one specifically referenced above because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **June 6, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 5, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 6, 2019**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 6, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.


Security Police Fire Professionals of
America (Securitas Security Services)
Case 20-CB-235337

- 3 -

May 23, 2019

Very truly yours,

JILL H. COFFMAN
Regional Director

By: 
DALE K. YASHIKI
Officer in Charge

Enclosure

cc: (b) (6), (b) (7)(C)
Security Police Fire Professionals of
America, Local 650
829 Hao Street
Honolulu, HI 96821
(b) (6), (b) (7)(C)

Bill King, CSSM
Securitas Security Services
73-200 Kupipi Street
Kailua Kona, HI 96740
Bill.king@securitasinc.com

Richard M. Rand, ESQ.
Marr Jones & Wang LLP
1003 Bishop Street
Pauahi Tower, Suite 1500
Honolulu, HI 96813
rrand@marrjones.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

Subject: ELECTRONIC SERVICE OF LETTER DISMISSING CHARGE – DO NOT REPLY TO THIS EMAIL

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

SERVICE OF LETTER DISMISSING CHARGE

Case Name: Security Police Fire Professionals of America (Securitas Security Services)

Case Number: 20-CB-235337

In accordance with the National Labor Relations Board Rules and Regulations, as amended, you are hereby served with a copy of the Letter Dismissing the Charge in this matter. You can view the letter by clicking the attached pdf file. You may wish to print or save the letter and this email for your records. You will not receive a copy of this document by U.S. mail.

Please do not reply to this email. If you have questions regarding this correspondence, please refer to the contact information contained in the attached pdf file.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

September 19, 2019

(b) (6), (b) (7)(C)

Re: Security Police Fire Professionals of
America, Local 650 (Securitas Security
Services USA, Inc.)
Case 20-CB-235337

Dear (b) (6), (b) (7)(C):

Your appeal from the Regional Director's Conditional and Partial Decision to Dismiss has been carefully considered. The appeal is denied substantially for the reasons in the Regional Director's letter of May 23, 2019. Since nothing raised on appeal changes the Region's determination, we deny the appeal.

Sincerely,

Peter Barr Robb
General Counsel

By: _____

Mark E. Arbesfeld, Director
Office of Appeals

cc: JILL H. COFFMAN
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
901 MARKET ST STE 400
SAN FRANCISCO, CA 94103-1738

BILL KING, CSSM
SECURITAS SECURITY S
ERVICES USA, INC
73-200 KUPIPI ST
KAILUA KONA, HI 96740

Security Police Fire Professionals of
America, Local 650 (Securitas Security
Services USA, Inc.)
Case 20-CB-235337

-2

DALE K. YASHIKI
OFFICER IN CHARGE
NATIONAL LABOR RELATIONS
BOARD
300 ALA MOANA BLVD RM 7-245
HONOLULU, HI 96850-7245

RICHARD M. RAND, ESQ.
MARR JONES & WANG LLP
1003 BISHOP ST
PAUAHI TOWER STE 1500
HONOLULU, HI 96813

(b) (6), (b) (7)(C)
SECURITY POLICE FIRE
PROFESSIONALS OF AMERICA,
LOCAL 650
829 HAO ST
HONOLULU, HI 96821

cl



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 37
300 Ala Moana Blvd Rm 7-245
Honolulu, HI 96850-7245

Agency Website: www.nlrb.gov
Telephone: (808) 541-2814
Fax: (808) 541-2818

November 22, 2019

Email: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Re: Security Police Fire Professionals of
America, Local 650
(Securitas Security Services USA, Inc.)
Case 20-CB-235337

Dear (b) (6), (b) (7)(C):

As stated previously, we have carefully investigated and considered your charge that Security Police Fire Professionals of America, Local 650 has violated the National Labor Relations Act.

Decision to Dismiss: On May 23, 2019, I informed you I would dismiss this charge unless I decided that the Charged Party had committed additional violations of the Act that would make dismissal of your charge inappropriate. Since that has not happened, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **December 6, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 5, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 6, 2019**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 6, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

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Very truly yours,

JILL H. COFFMAN
Regional Director

By: */s/ Dale K. Yashiki*

DALE K. YASHIKI
Officer in Charge

Enclosure

Security Police Fire Professionals of
America, Local 650
(Securitas Security Services USA, Inc.)
Case 20-CB-235337

- 3 -

November 22, 2019

cc:

(b) (6), (b) (7)(C)

Security Police Fire Professionals of
America, Local 650
829 Hao Street
Honolulu, HI 96821

Bill King, CSSM
Securitas Security Services USA, Inc
73-200 Kupipi Street
Kailua Kona, HI 96740

Richard M. Rand, Esq.
Marr Jones & Wang LLP
1003 Bishop Street
Pauahi Tower, Suite 1500
Honolulu, HI 96813

Email: **(b) (6), (b) (7)(C)**

Email: bill.king@securitasinc.com

Email: rrand@marrjones.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: **General Counsel**

Date:

Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)